

go to school part time' thing and I just can't. It's not even something I could consider right now -- to go back and get a doctorate."

"I don't want to teach first year nursing students. It terrifies me; the accountability on me, it is terrifying."

"And I think there is also a lot of pressure, particularly in nursing, for us to be competitive in the science world -- to do research. And there are some of us who might be great teachers but not great researchers."

"I think some people are very intimidated about giving lectures. You know, it's not that they don't have the knowledge base or are not capable of doing the research in order to put a presentation together.So I think that might be another reason why we have so few people interested in education."

"I have thought about teaching before, and I thought that I've been away from bedside care for so long, it would be a real steep slope for me to even think that I could teach that again."

Table 11. "Push" factors identified by RNs qualified, but never in a faculty role

Negative aspects of the faculty role for 'Never Faculty' RNs	Frequency	Percent
I lack some of the skills required by the educator role	13	54.2
Faculty salary is substantially lower than clinical practice and inadequate for the demanding work	12	50.0
I anticipate a heavy workload in academia	9	37.5
I am concerned about the quality of some students and faculty in our nursing programs	7	29.2
The heavy responsibility for students and keeping up with changing technologies would make clinical education difficult	5	20.8
I fear that I will lose my clinical expertise if I become a nurse educator	5	20.8
I dislike the competitive nature of the academic environment	4	16.7

Among RNs with advanced degrees that have never been nurse educators, the second most frequently mentioned unappealing aspect is the relatively low pay. The following quotes relate their feelings on this topic.

"Pay. I mean, you know, truthfully, the pay is probably the biggest reason why you have a shortage of faculty. I mean, when you look at the pay at the community college and at the university, the pay starts out at the high 40s, low 50s. That is just horrible for the time and the amount of money you spend getting your master's degree."